Mentorship of Junior Officers
CJ Reddy Leadership Conference
9 Nov 05

Outline

- Key Mentoring Attributes
- Impact of Strong Mentoring
- Mentoring Strengths
- Mentoring Areas of Improvement
- Mentoring Improvement Strategies
- Summary and Questions

Key Mentoring Attributes

Important mentoring aspects:

- **Based on individual needs**
- **Personality/demand driven**
- **Changes throughout career**
- **Based on mutual trust and respect**

Impact of Strong Mentoring

- Improved Retention
- Improved Recruitment
- Increased Job Satisfaction
- Improved Work Environment

Mentoring Strengths:

- Established mentoring programs
- Career development (mentoring) tools
- Senior leaders acknowledge importance of mentoring
- Informal mentoring effective when it occurs

Suggested Improvement Areas:

- Established mentoring programs not consistently used
- Mentoring not always a priority
- Mentoring not occurring at all levels
- Lack of qualified and committed mentors
- Lack of accountability

Mentoring Improvement Strategies:

- Make mentoring a priority for senior leadership
- Accountability for mentoring at all levels
- Consistent use of mentoring tools and programs
- Tailor mentoring to individual needs
- Encourage mentoring throughout entire career

Summary

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- Suggested Improvement Areas
- Mentoring Improvement Strategies

Questions

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